***Assignment 4 Team working***

*On Thursday 29th of November I participated in a team work activity. This was displayed in Heald Farm Court. The class team work involved members of my class putting up Christmas decorations in the care setting. The class who was present at Heald Farm Court where diverted into different groups that consisted of 3 members. My group put up three trees that were different in size as well as decorating them. We done this so the residents in the care setting had help putting them up quickly because they would have struggled if they were left to do them. The care professionals said “if the residents were to put the trees up and decorations, it would have taken them a long period of time to complete it”. This is why my class worked together in a team to help Heald Farm Court decorate their setting and it only took us a few hours to complete because we worked well as a team.*

***Heald Farm Court****- During my time in the care setting we attended, me and two of my friends who are in my class worked together to put up the Christmas trees and decorate them. My role in this activity was very forward and organised. I knew what we had to do and I also made it a priority that we followed the instructions to put the Christmas tree up. I done this because I wanted to make sure that we were doing it correctly and also safely to prevent the tree falling and causing accidents, harm to residents. In the activities that were carried out, I believe I was a leader and an ideas person in the team because I made sure that all of us was kept on track and I directed most of the sequence of steps that we had to do. A team leader is someone who provides guidance, instruction, direction and leadership within a team* ***(Wikipedia).*** *I believe this describes my role in the activity. An idea’s person is someone who is creative when solving a problem as well as suggesting new ideas* ***(Plum predict certain)****. I believe I applied this role when putting up the Christmas decorations because I was voicing my ideas to the group and applying my ideas on the tree. Also, I listened to the individual’s ideas in my group to.*

*Throughout the activities that was carried out in the care setting we attended, my team followed Tuckman’s theory of communication. By following the 4 stages Bruce Tuckman came up with (Forming, Storming, Norming and Performing), we knew that the team work would grow, face problems and results together. Tuckman’s theory gave my group guidance in the right direction to become an effective team member in a group of individuals.**Tuckman said that Forming was about guidance and individual’s roles not being clear or well established****.*** *His theory for storming was how well the teams understanding was about decisions being made. Also, he said that storming was about team’s relationships being blurry and very unclear. Tuckman stated that Norming was the stage where relationships are well understood in the team of individuals and that the team will start to be committed to their goal. The last stage, Tuckman said that performing is when a team is permitted to performing well and wants to be successful doing their task/ activity.* ***(TeamBuilding.co.uk).***

* ***Forming-*** *When we got to Heald Farm Court, the members of staff we encountered where lovely and very welcoming to our arrival. After signing in (safeguarding), we were assembled to a team and allocated to the Christmas tree which was our task to complete. The team didn’t really understand what role each other was to play in the activity because we didn’t really know each other that well or communicated often to each other. However, we started to plan where we were putting the tree and what main colours we wanted to decorate it with.*
* ***Storming-*** *After this, I was suggesting ideas to my group and the two girls was also giving their input to. Everyone had different ideas from each other but we managed to come to a final agreement on the positioning of the tree. If we didn’t come to an agreement, conflict may have occurred because of disagreements. During the task I believe that mine and the members of the team’s relationship was positive because we had so much fun working together and enjoyed the task. My team did not get stuck in the storming phase, we just got on with the activity.*
* ***Norming-*** *After getting passed the Storming phase, we entered the Norming phase. I know this because Tuckman said that the Norming stage is were individuals in a team come to agreements and relationships in the group are well understood* ***(Businessballs.com).*** *All the team members in my group agreed to which way the tree was going to be placed on the table as well as decorating the tree in a golden themed style. We were committed in doing the task and completing it to the best of our abilities. I as the team leader took a step back and allowed the girls to contribute in decorating the tree because I knew that they were going to do it correct. The reason I knew this because I built a relationship of trust with them.*
* ***Performing-*** *As a team, we were really motivated in performing well and completing the task of putting up the tree for Heald Farm Court. We wanted to be successful in this task so that the residents where happy and felt festive and excited for Christmas.*

*As a whole class, we all followed and performed Tuckman’s theory cycle. By doing this, we managed to complete all the tasks/ activities that we got given at Heald Farm Court and because we performed so well, they thanked us for putting up all there Christmas decorations and tree’s. The members of staff in the care setting and some residents commented on how nice and festive the care setting looked because of our help.*

*When decorating and putting up the first tree there was 3 individuals including me. My team stayed together throughout the day putting tree’s up. The three of us completed the first tree together and we worked effectively. However, during the second and third tree, two members of our class joined us to help put the tree up as these trees where much bigger than the previous tree we done. We got the two tees put up very quickly as we had more hands for the job. To get the job done, we had a little group of people getting the decorations sorted to put on the tree and the other group of people where putting the tree together. By doing this, we worked well as a team and there was no conflict because everyone knew what role they played when designing/ putting up the tree.*

*Belbin came up with different roles within a team. By having different roles made individuals in the team have greater- understanding of their strengths. For example, I was the ideas person, leader and encourager. The two other girls I was with throughout the day were evaluators and recorders. My role was to energies the group and get them motivated to do the task. Also, I had a lead role throughout the day at Heald Farm Court. I directed the sequence of steps the group had to take as well as keeping the group on track. Whereas my team member’s roles helped the group to avoid coming to an agreement to quickly and they also helped keep the group focused. I believe I took the role of a recorder to because I wanted the task to be completed without big distractions getting in the way.* ***(Belbin.com)***

*I gained a lot from my experience in Heald Farm Court and doing the activities as a team. I learned how to work effectively in a group as well as understanding what role I undertake in group interactions. Also, I realised that I really like working alongside others to complete a task and it was great getting to know as well as understand the girls in my team.*

***Final assessment of my skills and recommendations for adopting my contributions to the team to enhance the success of the activity.***

*During my time at Heald Farm Court I believe that I contributed lots and helped my team complete putting up the trees and decorating them. I know this because I managed to put up three Christmas trees with the help of my team members. Also, the staff commented that we have put amazing efforts into the Christmas trees and they kept thanking us for our contribution. I believe that my strongest attributes where, helping organise and getting the equipment together what we needed. Also, by putting the Christmas tree up because the girls on my team struggled to put the tree branches into the slots. However, I knew how to do it because I have had plenty of experience throughout the years putting my Christmas tree up. My performance within the team was very helpful for my team members because the things they struggled to do, I took over and helped them complete it. My performance had a positive affected on the activity and team. There was no conflict between members of the team because everyone knew what role they played and what skills they contributed to the task. I think I could improve on some areas of my team working skills. For example, give people the opportunity to take a lead role instead of me and also give team members the opportunity to finalise the agreement.*

*When doing another team working activity. I will make sure that everyone is assigned to a specific role in the task so they have some contribution. I believe this is important in a team because everyone is doing something in the task. Also, it makes the team stronger and more effective when getting a job/ activity done. I will also recommend people taking the main roles before I do because I have had experience of doing so. I would like to see if I can play another role that I am not used to in a team working activity.*

***Bibliography***

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